

2021 Proposed AFT-Oregon Constitution and Bylaws Amendments
To be presented to the Sixty-Eighth AFT-Oregon Convention
A Virtual Event
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PROPOSED CONSTITUTIONAL AMENDMENT

BYLAWS

Note: *All new text is bold, all removed text is struck. Wherever a percentage calculation appears in new text in this proposed amendment, adjustment of that percentage to any other number is within scope of notice for this proposed amendment. Similarly, wherever a percentage calculation appears in new text in this proposed amendment, changing that percentage calculation to any alternative calculation, including but not limited to a flat dollar amount per capita, or a progressive bracketed calculation, is within scope of notice for this proposed amendment. Similarly, wherever a dollar amount is specified in new text in this proposed amendment, adjustment of that to any other dollar amount is within scope of notice for this proposed amendment. Similarly, wherever the purpose of an action fund is specified in new text, redefining that purpose is within scope of notice for this proposed amendment. Similarly, any restructuring of the mechanism specified in new text for distributing per capita revenue to the action funds, including the threshold mechanism, is within scope of notice for this proposed amendment.*

BYLAWS

ARTICLE II – PER CAPITA

Section 1. Each local shall pay directly to the state office for each member or fair share contributor a per capita per month based on the schedule in subsection (a).

- a. Effective November 1, 2018, each local shall pay a monthly per capita tax based on a percentage of annual salary with a floor dollar amount:
 1. For each member whose annual salary is greater than or equal to \$92,500, the local shall pay a per capita tax of 0.064285% of annual salary or \$59.46, whichever is larger.
 2. For each member whose annual salary is greater than or equal to \$40,000 and less than \$92,500, the local shall pay a per capita tax of 0.055582% of annual salary or \$28.48, whichever is larger.
 3. For each member whose annual salary is greater than or equal to \$28,000 and less than \$40,000, the local shall pay a per capita tax of 0.071208% of annual salary or \$21.40, whichever is larger.
 4. For each member whose annual salary is greater than or equal to \$17,000 and less than \$28,000, the local shall pay a per capita tax of 0.076415% of annual salary or \$12.99, whichever is larger.
 5. For each member whose annual salary is greater than or equal to \$10,000 and less than \$17,000, the local shall pay a per capita tax of 0.071321% of annual salary or \$7.13, whichever is larger.

6. For each member whose annual salary is less than \$10,000, the local shall pay a per capita tax of 0.055019% of annual salary.

Note 1: Floor dollar amounts are included to ensure that when a member in one tier has a larger annual salary than a member in another tier, the per capita for the member who makes more is at least as large as the per capita for the member who makes less. Each floor is the current tier's minimum annual salary multiplied by the percentage for the tier below.

Note 2: The percentage for each tier is computed by multiplying each of the following base percentages by a scaling factor: (Tier 6, 0.065%), (Tier 5, 0.0562%), (Tier 4, 0.072%), (Tier 3, 0.077265%), (Tier 2, 0.072114%), (Tier 1, 0.055631%). The current scaling factor is 0.989. Scaling factors of 0.94 through 0.99903, inclusive, shall be considered within scope of amendments for this proposal. Changing the scaling factor adjusts the total AFT-OR revenue while approximately maintaining the shape of the graph. Additionally, adjustments to each base percentage of +/- 0.002%, inclusive, will be considered within scope of amendments for this proposal. Changing the base percentages adjusts the impact to locals with different annual salary distributions, changing the shape of the graph.

- b. ~~Three dollars (\$3.00) of per capita prorated on the schedule of per capitas in Section (a) shall be set aside each month in a political action account. Effective September 1, 2012, the amount shall be increased to three dollars and fifty cents (\$3.50). The funding generated will be used in candidate and ballot measure campaigns in support of the goals of AFT-Oregon and in the cause of its members, their work places, and their occupations in our education, health care, other valued services, and to raise the voice of working people. In addition, the funds will be used to support candidates and ballot measures, endorsed by AFT-Oregon, in cooperation with the AFL-CIO, to advance the cause of our members.~~
- eb. Locals having members who pay a fair share fee to another employee organization for representation within the local's jurisdiction may submit per capita for the income category which is one-half (1/2) of the full income category of those members.
- ec. The per capita rate on members who are laid-off or on unpaid leave shall be one dollar (\$1.00) per month.
- ed. There shall be no per capita requirement from the local to the state federation or an active member who retires from their represented position and who remains a retiree member of their local.
- fe. Effective July 1, 2019 the income thresholds and floor dollar amounts listed in

Section 1 shall be adjusted annually on July 1st by the preceding calendar year's US Western Region CPI-U percentage.

Section 2. AFT-Oregon members-at-large dues shall be equal to the sum of AFT-Oregon, AFT and Oregon AFL-CIO percapitas, according to the schedule of percapitas for each organization, and shall be paid monthly to the state office.

Section 3. The treasurer of each affiliated local shall fill out and forward to the state office on or before the 15th of each month the percapita report, to include:

- a. Number of members in good standing as of the first day of that month;
- b. An amount of the appropriate percapita for members in good standing as identified in (a);
- c. Names and addresses of any new members not included in previous months' reports;
- d. Corrections of names or addresses in error or changed from previous months' reports;
- e. The requirements of (c) and (d) of this Section may be fulfilled by timely submission of the required information in reports to the American Federation of Teachers.

Section 4. Any affiliated local not paying its percapita tax on or before the 15th day of the month:

- a. Shall be notified of the fact by the state office;
- b. Shall, if in arrears for sixty (60) days or longer, pay a 5 cent penalty percapita per member per month or portion thereof upon action of the executive council.

~~**Section 5.** Three cents of each percapita shall be set aside for the defense fund. The fund shall not be utilized initially until it has accumulated at least \$5,000. At no time will the fund be decreased below \$1,000.~~

~~**Section 6.** Two cents of each percapita shall be set aside each month in a building fund to finance the purchase of an AFT-Oregon building. The fund shall continue until such time as the purchase has been completed and any additional financial costs of the building not covered by income from the building have been met.~~

Section 5. Effective July 1, 2021 (any date in 2021 here is in scope of notice for this proposed amendment), ten percent (10%) of each percapita shall be set aside upon receipt by AFT-Oregon, to be distributed into action funds specified in this section. The default distribution of funds from percapita revenue to action funds shall be ninety-five percent (95%) to the Solidarity Fund, one percent (1%) to the Defense Fund, and four percent (4%) to the Building Fund. Each fund has a threshold dollar amount, specified in this section. When funds from percapita

revenue are distributed to the action funds, if some funds are below their threshold dollar amounts, while others are above their threshold dollar amounts, all percapita revenue set aside for the action funds will be divided evenly among the funds currently below their threshold dollar amounts. If all funds are at or above their threshold dollar amounts, then any undistributed percapita revenue set aside for the action funds shall be divided among the funds according to the default distribution. The Executive Council may vote to move money between action funds.

- a. The Solidarity Fund shall be used to support candidate and ballot measure campaigns in accordance with the goals of AFT-Oregon and its members, to improve workplace conditions, and to raise the voice of working people. In addition, the Solidarity Funds will be used to support candidates and ballot measures, endorsed by AFT-Oregon, in cooperation with the AFL-CIO, to advance the cause of our members. The threshold dollar amount for the Solidarity Fund is \$100,000.
- b. The Defense Fund shall be used to support locals requesting assistance when facing legal challenges. The threshold dollar amount for the Defense Fund is \$50,000.
- c. The Building Fund shall be used to finance the purchase and maintenance of AFT-Oregon owned property. The threshold dollar amount for the Building Fund is \$100,000.

***Rationale:** The existing system for allocating percapita revenue to the action funds does not respond to changes in percapita rates. This means that if we increase percapita rates, the funds will not grow faster, and more importantly, if we decrease percapita rates, the funds will not grow more slowly. Unless the distribution to action funds is proportional to AFT-Oregon's percapita revenue, we will end up putting too large a share of our revenue into the action funds in lean times, and too small a share of our revenue into the action funds in times of plenty. Making the allocation to the action funds a percentage of percapita revenue makes the distribution proportional, solving this particular problem with the existing system. The threshold dollar amount is intended to ensure that funds are rapidly refilled as needed when they go below a specified level. The threshold amounts currently included are not deeply considered, and changing them is within scope of notice for this proposed amendment. Additionally, we have removed the requirement that the Defense Fund never go below \$1000, as unspendable money serves no purpose and reduces the utility of the Defense Fund.*

Submitted by Local 6666, Graduate Employees Union, Portland State University

PROPOSED CONSTITUTIONAL AMENDMENT

BYLAWS

Statement of Intent:

The purpose of this proposed amendment to the AFT-OR Bylaws is to offer financial assistance to those Locals which are managed and overseen by paid full or part-time staff, thus requiring fewer services of AFT-Or staff.

ARTICLE III* STAFF ASSISTANCE GRANTS

(*All subsequent Articles shall advance in numbering)

Section 1. AFT-Oregon shall provide funds, hereafter referred to as “Staff Assistance Grants”, to cover a portion of the salary and benefits of any Local-funded staff employed by an AFT-Oregon Local.

Section 2. Such Staff Assistance Grant requests shall be submitted in writing by the governing body of the requesting Local to the AFT-Oregon Executive Council, or its designee committee.

Section 3. For 2021-2022, these Staff Assistance Grants shall be awarded at 25% of the Local-paid portion of Local staff salaries and benefits.

Section 4. For 2022-2023, and years thereafter, these Staff Assistance Grants shall be awarded at 40% of the Local-paid portion of Local staff salaries and benefits.

Submitted by Local 111 Portland Federation of School Professionals